



Notes from the Director

No. 35

28 November 1978

On October 13th, the DDCI forwarded a memorandum to all CIA staff discussing the CIA Personnel Management Goals for this next year. I am heartily in agreement and fully endorse all those goals.

In discussing next steps, the DDCI mentioned that during this next year we plan a review of the entire agency personnel system including all Career Services and Sub-Services by an objective, expert, outside source. I am pleased to inform you that action is well underway and we expect work to begin by the end of November 1978.

The review will be performed by prestigious members of the National Academy of Public Administration. The team will review and comment to me on major aspects of CIA personnel management including but not limited to:

- recruitment
- management training
- promotion systems, including performance evaluation and competitive ranking procedures
- career planning and counseling procedures
- personnel policy development and implementation
- vacancy notices and assignment procedures

The team will give recognition to the specialized needs, in terms of functions and occupations, of the various components of the Agency.

I am asking that you not only provide full cooperation to team members as they visit the various Agency offices but that you also take this opportunity to express your constructive opinion on personnel management in this Agency either through your Career Service channels or directly by written or oral comment.

The team will be physically located in Room 2C29 after 20 November 1978, phone

DCI MANAGEMENT ADVISORY GROUP

I would like to take this opportunity to introduce the 1979 DCI Management Advisory Group (MAG). The DCI MAG, as stated in consists of Agency officers reporting directly to me charged with identifying and making recommendations on issues and problems arising out of the Agency's organization and management practices.

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I encouraged you in Director's Notes #26 to use the various office and Directorate MAG's. The DCI MAG would also welcome your views on items of current concern to both employees and management. The group should not, however, be viewed as a substitute for the established grievance system. Any suggestions should be sent to MAG, Executive Registry, 7 E 12, Headquarters, or you may contact any of the MAG members listed below.

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PUBLIC AFFAIRS ADVISORY GROUP

We have recently established a Public Affairs Advisory Group (PAAG) under the chairmanship of the Director of Public Affairs and with representation from all directorates and independent offices, including the Collection Tasking and Resource Management Staffs. The primary objective of the PAAG is to provide for an organization-wide exchange of information and ideas related to the Public Affairs role. PAAG members believe the concept is working well so far, but they also believe that the groups' potential will be limited if people don't seek them out to share concerns and ideas. I encourage you to drop in on your own PAAG representative.

AGENCY PARTICIPATION AT CONFERENCES AND CONVENTIONS

Over the past several years, the Agency has expanded participation in national minority and women's conferences and conventions. The Office of EEO continues to sponsor and coordinate these activities for the Agency. Our primary objectives at these events were to increase the Agency's access to pools of potential professional applicants and to make clear the Agency's role and mission. We feel these objectives are being met. I fully support Agency efforts in this worthwhile endeavor and urge continued Agency representation at these public fora. I would like to express my appreciation to all Agency employees, managers, Office of Personnel recruiters and Office of EEO staff who have contributed to successful Agency representation.

A current EEO bulletin board display focuses on Agency exhibits at several conferences held during the year. A bulletin board display last summer was devoted to Agency participation at one of several Hispanic conventions attended during the year.



STANSFIELD TURNER
Director